APPENDIX I.

[Vide answer to starred question No. 102 asked by Sri R. Suryanarayana Rao at the meeting of the Legislative Council held on 24th March 1952, page 209 supra.]

Statement showing the particulars of the Industrial Housing Scheme of the Government of India.

1. The capital required for the construction of houses will be provided as loan to the extent of two-thirds by the Central Government and one-third by the State Government or employers sponsored by the latter. The capital provided by the Central Government will be free of interest, but the State Government will be required to build up a Sinking Fund to which contribution must be made from a date not later than two years after the loan has been advanced and in equated instalments so as to enable the amount to be repaid within 25 years from that date. The loan advanced by the State Government or the employers will be recovered in the next ten years.

2. The State Government will be required to obtain the approval of the Central Government to the standard of housing and to the areas in which the houses will be constructed. For this purpose, it will be necessary to set up an organization at the Centre with the necessary technical staff, the entire cost of which will be borne by the Central Government. The cost of any Regional Housing Board or of technical staff, which the State Government may set up or employ, will be borne by the State Government.

3. The employers' contribution will be in the form of rent for the quarters allotted to their workers and the rent so charged should not exceed 3 per cent of the total cost. The employers' contribution will be in the shape of rent for the quarters allotted to them. It is estimated that in a two-roomed quarters two wage-earners can reside and the proposal is to charge 10 per cent of their total wage bill (i.e., 20 per cent of a worker's wage) as rent for the quarters allotted to them, subject to the limit of $2\frac{1}{2}$ per cent of the capital cost involved. The recovery of rent at this rate has been decided upon for a period of five years, at the end of which the whole position will be reviewed. State Government will arrange with the employers to collect rent from the employees to whom the quarters are allotted.

4. The recurring charges for a scheme of industrial housing are estimated at $7\frac{1}{2}$ per cent which includes 3 per cent on the account of interest, 2 per cent sinking fund and $2\frac{1}{2}$ per cent maintenance. If interest on capital to be provided by the Central Government is excluded the other charges, viz., $2\frac{1}{2}$ per cent on the total capital cost for repairs and maintenance, 2 per cent for sinking fund and

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3 per cent interest on one-third of the capital cost, that is 1 per cent on the total capital cost, will work out to 5½ per cent on the capital cost. Of this, 3 per cent will be met by the employers, the employee will pay as rent 2½ per cent, subject to a maximum of 20 per cent of the workers' wages. Any loss consequent on a short fall in the realization of rent will be borne by the State Government.

5. The ownership of the houses will vest with the Regional Housing Boards to be set up by the State Governments and until such Boards are set up, the ownership will vest with the State Government.

APPENDIX II.

[Vide answer to starred question No. 105 asked by Sri R. Suryanarayana Rao (on behalf of Sri B. Bhima Rao) at the meeting of the Legislative Council held on 24th March 1952, page 212, supra.]

Letter from Sri T. P. Srinivasavaradan, Secretary, the South India Teachers' Union, to Hon'ble the Chief Minister, Government of Madras, Fort. St. George, dated 7th September 1951, No. U-275.

I have the honour to communicate to you the proceedings of the Conference of the Presidents and the Secretaries of the District Teachers' Guilds, held on 11th August 1951.

It is a known fact that the present scales of salaries of teachers are not adequate. In order to make the profession attractive for young, energetic and able men and women, I request you to be pleased to give effect to the recommendations of the Conference contained in the proceedings.

Proceedings of the Conference of the Presidents and the Secretaries of the District Teachers' Guilds.

This Conference of the Presidents and the Secretaries of the District Teachers' Guilds affiliated to the South India Teachers' Union is primarily met to consider the serious and grave situation that has arisen in our schools and colleges on account of the very slow and tardy consideration accorded by Government to the very modest requests of teachers for improvement in their salary scales and service conditions. The South India Teachers' Union has been, at its annual conferences and at the annual meetings of its District Guilds, inviting the attention of the public and of the authorities to the deep dissatisfaction amongst teachers and the growing sense of frustration amongst the qualified and trained teachers. Committees appointed by the Government and by the Universities have in very strong terms stressed the need for a satisfactory salary schedule for teachers and proper conditions of service in the highest interests of the children whom they are to educate. These recommendations were made at a time when cost of living had not increased to the level to which they have now come to stay.

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The salary scales obtaining in our schools and colleges are far short of even these recommendations. The salaries as revised by the Madras Government, though they did mean a slight increase, are woefully inadequate and by a comparison of the increase effected in other departments, can be described as pitiful. Further, there are many omissions and inequalities and all the efforts of the organization to make the authorities improve them at least to the level to which it should be raised to enable the teacher to do his best, have failed. To this must be added Government's parsimonious policy in respect of buildings and equipment.

These have resulted in the following situation :—

(1) Most schools are not adequately staffed. Vacancies still exist. Untrained and unqualified persons are appointed as temporary teachers.

(2) There has been a steady deterioration in the quality of persons who seek admission in training colleges and schools. In training schools, the standards have been lowered to an extent that would cause great apprehension in the minds of those who have the well being of children at heart.

(3) Good teachers with qualifications are leaving the profession as

(*a*) they are unable to make ends meet with their earnings,

(*b*) the strain on them is made very great in view of the presence of unqualified and untrained colleagues.

(4) The standards of attainment and the tone of schools and colleges are showing marked signs of deterioration.

(5) Classes are overcrowded and class-room conditions, such as, seating, lighting and ventilation, etc., are far from satisfactory, producing severe nervous strain both on the teacher and the taught.

It should also be remembered that the teacher has to bear his own expenditure in educating his own children and in the medical care and treatment of himself and his family as no concession is shown to the teacher. The teachers in aided schools have to shift for themselves in respect of housing and payment of rent.

The Conference therefore feels that in the interest of the well-being of the children of the State, public attention should be invited to this state of affairs. The Government should be urged to revise its present policy of inactivity and indifference and to take effective steps to improve conditions in our schools and colleges.

A teacher has an obligation to his family. Besides he has the obligation to keep himself in professional competence and has therefore to be in touch with latest educational thoughts and ideas and be an active member of his professional organization. To enable him to discharge these obligations fully and satisfactorily, he has to be assured an income sufficient for the purpose. As the

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Central Pay Commission rightly insisted while the conditions should not be better for example than in other branches of national service, they should not be worse. What the teaching profession demands is only this so that it may not be forced to continue to occupy the worse place among the various services.

Taking into account all these factors, the Conference recommends the following :—

Colleges.

Principal	Rs. 600—25—800.
Professors	Rs. 300—20—600.
Lecturers	Rs. 200—10—350.
Demonstrators and Tutors ..	Rs. 100—10—200 plus an allowance of Rs. 20 for Honours men of Class I or II.

High Schools.

Headmasters—Rs. 250—15—400.

Assistants—Grade A.—Rs. 100—10—300.

(B.Ed. B.T. or L.T. and specialist teachers with qualifications prescribed for teaching in High Schools.)

Assistants—Grade B.—Rs. 60—5—150.

(Secondary Grade Trained Teachers and others with qualifications prescribed for teaching in Forms I—III of Secondary Schools or Standards VI—VIII in Higher Elementary Schools.)

(An allowance of Rs. 10 to be paid for a higher academic qualification, say, passing an Intermediate.)

Assistants—Grade C.—Rs. 50—2—90.

(Higher Grade Trained Teachers and others with qualifications prescribed for teaching in Classes I to V in Elementary Schools.)

In big institutions posts of responsibility should be created for two purposes :—(1) To relieve Principals and Headmasters of a certain amount of routine administrative responsibility; and (2) to act as a further incentive to the more ambitious type of teacher. To teachers holding such posts, in addition to their pay, an allowance may be paid.

House-rent allowance.

House-rent allowance should be paid to all categories of teachers at the rates applicable to Government employees.

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Provident Fund Contributions.

The teacher's contribution should be raised to $2\frac{1}{2}$ annas in the rupee. The management and the Government should each be made to contribute one anna three pies in the rupee. The Government's contribution should be made at the end of each year.

Compulsory Life Insurance.

Every teacher must be compelled to take a life insurance policy.

Leave Rules.

The leave rules that are applicable to vacation departments should be applied to teachers in local bodies and in private service.

The Working Committee was authorized to present these resolutions to the Government and to the Universities. It was further resolved to send copies of these proceedings to all the members of the Legislature in the State.

The Conference resolved to invite public attention to our grievances by observing "Teachers' Day" on the 15th September 1951. The teachers may meet at a central place and after a solemn silent prayer, may proceed in a procession through the streets to the place of meeting in connexion with the Education Week.

TRUTH ALONE TRIUMPHS